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GOVERNMENT OF INDIA

MINISTRY OF LABOUR

NOTIFICATION

New Delhi, the 29th October 1949

No. L.R. 3 (99).—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government is pleased to publish the following award of the Central Government Industrial Tribunal at Dhanbad in the industrial dispute between the workmen of the Mosaboni Mines and their management, namely the Indian Copper Corporation Limited.

REFERENCE No 6 OF 1949

CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL AT DHANBAD

PARTIES: The workmen of the Mosaboni Mines.

AND

Their management namely the Indian Copper Corporation Limited.

PRESENT.

Shri S. P. Varma, Barrister at-Law, Chairman,
Central Government Industrial Tribunal, Dhanbad.

APPEARANCES:

For the Management: Shri Satish Sen of the Orl, Dignam & Co, with Mr.
E. R. Dempster, General Manager, Indian
Copper Corporation Limited.

For the Union: Mr. M. John, President of the Mosaboni Mines Labour
Union along with the other office bearers of the
Union

AWARD

By an Order No. L.R. 3 (99) of 27th June 1949 the Government of India, in the Ministry of Labour, has referred this industrial dispute between the work-

men of the Mosaboni Mines and their management, namely, the Indian Copper Corporation Limited to this Tribunal for adjudication under Section 7 of the Industrial Disputes Act 1947 (XIV of 1947). The schedule to the above Order is reproduced below which are the issues in this case.

1. Enhancement of dearness allowance (with food rebate with retrospective effect from March 1948, and payment of dearness allowance during sickness.
2. Supply of essential foodstuffs at concessional rates.
3. Compensatory allowance.
4. Attendance bonus to all in receipt of a basic wage up to Rs. 150/ per month. Part time regular underground workers (both monthly and daily rated) to be treated as full time workers for purposes of attendance bonus.
5. Production Bonus Scheme to be introduced. Those not entitled to Production Bonus to be given Maintenance Bonus.
6. Hoisting Bonus.
7. Special Bonus and privileges for underground workers and electricians etc. working in the vertical shaft.
8. "Hot Bonus" for foundry workers and workers in the Black-smith Shop and Jumper Shop and supply of free ice and soda to them.
9. Profit Sharing Bonus.
10. All workers including part-time regular under-ground workers with the prescribed minimum service should be granted gratuity at the rate of one month's wages for each year's service.
11. Revised wage structure to be worked out for all including the clerical staff, assistant samplers and underground checkers and provision to be made for a Joint Rates Committee to deal with anomalies arising out of the application of the revised wage rates.
12. Wages for periods of shut down and involuntary unemployment.
13. Payment of wages for the days lost on account of lightning strikes that took place in March and April 1949.
14. Payment of overtime to all workers underground or surface, at double the usual rate in addition to free meal.
15. Full compensation for those who are rendered medically unfit for further service in the course of their employment.
16. Full compensation for period of suspension.
17. All mine surface checkers and explosive checkers to be deemed to be clerks.
18. Pay and other conditions of service of office boys, sepoy etc.
19. Consideration of certain individual cases of inadequacy of remuneration, supersession, withholding of increments, promotions etc.
20. Leave salary should be allowed at the rate of the last duty pay.
21. Grant of Festival Leave.
22. Employees' quarters should conform to a higher and generally accepted standard.
23. Sweepers' quarters and pay.
24. Provision of adequate educational facilities and a training school for apprentices.
25. Improved medical facilities.

26. Provision of safety equipments, uniforms etc. to workers.
27. Camp water supply to be improved.
28. Bullock carts, if not motor trucks, should be used to remove the nightsoil instead of hand carts as at present.
29. Reinstatement of certain discharged workers.
30. Grant of loans from Provident Fund and supply to members of quarterly statements of individual accounts.
31. Earnings, deductions and net wages to be shown on pay vouchers.
32. Irregularities in the implementation of the 1947 award.
33. Continuity of the Provident Fund Accounts of persons who were discharged in the 1942 strike but who have since been reinstated in accordance with the July 1947 award.
34. Those declared, on or before the 14th August 1947 as unsuitable for re-employment should be eligible for re-employment.
35. Discharge of three of the employees considered undesirable by the workmen.

2. In order to appreciate the points involved, it is necessary to start with the history of the Mines and the work which has been going on in the mine in question. The history of this mine is given in the award of 1947 which is reproduced below:

"Copper ores mined at and near Mosaboni are partly crushed there and are transported by aerial ropeway to Moubhandar about six miles away where they are smelted and refined in a Factory. Zinc is imported from Australia and yellow metal is manufactured at the Factory by mixing the refined copper with the zinc. Both the Mines and the Factory belong to the Indian Copper Corporation Limited which was registered in London in the year 1924. Production began in 1929 and in 1930 the rolling mill for the production of the brass sheets was completed. Moubhandar is situated on the north bank of the Subarnrekha river, alongside the B. N. Railway near Ghatsila station about six miles from the mines. Since production began in 1929 and up to the 31st December 1945, 5,051,753 short tons of dry ore were milled of an average grade of 2.214 per cent. copper, from which 98,889 long tons of refined copper were produced, with an average overall recovery from ore to refined copper of 98.9 per cent. The Corporation's mines are the only ones where copper ores are extracted in India. Most of the refined copper is utilised at the Factory for manufacture of brass sheets while a small portion is placed on the market. From 1940 to 1945 the output of the various rolled products was the highest in 1942 when the figure of 10,636 was reached. In 1945 the output stood at 7,875 tons.

In 1938 a Conciliation Board of which the Hon'ble Justice Sir Fazl Ali (the present permanent Chief Justice of the Patna High Court) was the member was appointed for the purpose of effecting a settlement in regard to wages and other matters. In the year 1944 Rai Bahadur Bhubneshwari Prasad Pandey was appointed an Adjudicator in connection with disputes between the Indian Copper Corporation Limited and its employees at the mines and at the Factory. The hearing of the disputes occupied about three weeks and his awards in both the cases were prepared and signed by him on the 29th May 1944."

3. The usual notices were served on the parties on the 4th July 1949. The Union filed its statement of claim on the 23rd July 1949 and the management submitted its reply to the Union's statement on 6th August 1949. The hearing of the case was taken up at Moubhandar on 17th August 1949. Witnesses were examined. Some documents were accepted as exhibits on behalf of the parties.

ISSUE No. 1

Enhancement of dearness allowance (with food rebate) with retrospective effect from March 1948, and payment of dearness allowance during sickness.

4. This matter came up for consideration in the 1947 adjudication and also in Reference No. 3 of 1949 of this Tribunal. The dearness allowance in the 1947 adjudication was brought in line with the amount paid at Tatas. But the food rebate was slightly different. The food rebate was introduced by this concern and it was at the rate of Rs. 5-4-8 for married people and Rs. 3-8-0 for unmarried people. This according to the management was agreed to by the parties in 1948 when Tatas were paying at the rate of Rs. 10 to the married people. In Tatas they have raised it from Rs. 10 to Rs. 13 in the case of married people. That is to say a rise of 30 per cent. but the same percentage cannot be allowed in the case of every concern. I would therefore raise the food rebate by about 25 per cent. in the case of Mosaboni mines. I would therefore bring the food rebate in line with the Moubhandar Factory and make it Rs. 6-8-0 in the case of married people and Rs. 4-0-0 in the case of unmarried people. I do not propose to change the dearness allowance.

In the case of people going on sick leave I think dearness allowance should be paid according to the rules on which the leave is granted. While on sick leave when the workmen are entitled for full amount of pay they should get full dearness allowance. If they are entitled to half pay during sickness they will get half dearness allowance. If they are not entitled to any pay at all during sickness, they will get no dearness allowance or food rebate.

ISSUE No. 2

Supply of essential foodstuffs at concessional rates

5. The parties said that this issue is redundant and therefore no award is called for on this issue.

ISSUE No. 3

Compensatory Allowance

6. This issue has also been found redundant and therefore no special award is necessary.

ISSUE No. 4

Attendance bonus to all in receipt of a basic wage up to Rs. 150/ per month. Part time regular underground workers (both monthly and daily rated) to be treated as full time workers for purposes of attendance bonus.

7. There was an adjudication in 1947 on this point also and the Government interpreted that award and reduced to one day's wages for ordinary workers and Rs. 2 for mistries and Sardars allowing half a day's wages to be paid as attendance bonus to all workers in a month allowing 2 days absence. At one time the attendance bonus was Rs. 6 per month. In the present system attendance bonus is given to underground workers in the mines but not to surface workers, and the reference to the Rs. 6 per month as attendance bonus

with an absence of three days per month has not been enforced for the last 18 years. After considering the argument of both the parties and looking at EX.4(a) which was filed on behalf of the management, I see no reason to interfere with the present arrangement.

ISSUE No. 5

Production bonus scheme to be introduced. Those not entitled to production bonus to be given maintenance bonus

8. The demand of the Union is that keeping 20,000 tons as the basic production, a scheme of granting 5 per cent of one's pay for 'increasing each 1000 tons in a month should be introduced'. Those who are not directly connected with the raising of ores, but help in the work, by maintaining the machineries and other auxiliary implements should also be entitled for the bonus at the rates cited above. The company is not willing to introduce this. They are also against the suggestion of introducing maintenance bonus. This matter came for consideration before the 1947 adjudicator and it was dealt with under question 9 of that award and certain conclusions were arrived at. Nothing has been shown to me in the course of argument which calls for a revision of the present state of affairs.

ISSUE No. 6

Hoisting Bonus

9. It was urged that this matter should be linked up with the production bonus. The rate of hoisting bonus prevailing at present is Rs. 5 at the main Hoist at Mosaboni and Rs. 3 for Dhobani and Badia hoists. The management on the other hand says that this hoisting bonus was introduced under very special circumstances. Originally it was given at Mosaboni but now that production has started at Dhobani and Badia Mines also it is not necessary to give any production bonus at Mosaboni but they have maintained it when once started. In any case the company does not want to increase the hoisting bonus. No special reasons have been shown to me in the course of the argument as to why the hoisting bonus should be increased from what it is prevailing at present.

ISSUE No. 7

Special bonus and privileges for underground workers and electricians etc., working in the vertical shaft

10. The case of the Union is that the water at the bottom of the shaft of the vertical shaft is so bad that it gets into the eyes and various eye diseases occur and therefore a special eye wear (goggles) should be provided for those working there. They further demand that instead of bamboo and leather helmets steel helmets should be provided and that electricians and helpers who are required to work on new vertical shaft should also be paid equal special bonus that is paid to the other workers of the shaft because they are equally affected in the shaft line. The management on the other hand does not admit that the water causes eye disease and submit that goggles would only be a nuisance. Those men who work on the shaft bottom (muckers etc.) get a bonus of As. 4 per shift which is a very reasonable amount, and the company is not prepared to raise the amount. The electricians etc. only work on the bottom of the shaft occasionally to examine connections. Shri Sen,

further points out that drillers are also getting a bonus. There is a hoisting bonus available to engine drivers etc. I called for a sample of bamboo, leather and steel helmets. No doubt the steel helmets would be a more effective protection but the bamboo and leather helmets are good enough. The company may replace bamboo and leather helmets with steel helmets when the former wear out. In the absence of any positive proof that the water in the shaft causes eye disease, I think that the bonus that they are getting at present is adequate. No case for electricians etc. has been made out.

In the course of the argument the Union demanded a special muck bonus. I was curious to know as to what it means. The Union explained that mucking means cleaning the rock that is broken by blasting. No award is called for for this bonus either.

ISSUE No. 8

"Hot Bonus" for foundry workers and workers in the Blacksmith Shop and Jumper Shop and supply of free ice and soda to them

11. The Union demands Hot Bonus for Foundry workers and workers in the Blacksmith Shop and Jumper Shop. They also demand supply of ice and soda to them. The company on the other hand denied that any hot bonus is called for. In the course of the argument it was stated that the management supply cold water to these workmen and ice boxes are going to be introduced. I think this is a step in the right direction and the sooner it is introduced the better. No case for free supply of soda has been made out. The question of supplying soda water was raised before the previous adjudication but it was not granted. The bonus that they are getting under this heading according to the 1947 award need not be changed.

ISSUE No. 9

Profit Sharing Bonus

12. This matter was dealt with in question 12 at page 27 of the 1947 award. The company's profit sharing scheme has been reproduced and the bonus is payable when the dividend is $2\frac{1}{2}$ per cent net.

"If dividend exceeds $7\frac{1}{2}$ per cent but does not exceed $7\frac{1}{2}$ per cent—one week's wages.

If dividend exceeds $12\frac{1}{2}$ per cent but does not exceed $12\frac{1}{2}$ per cent—two weeks' wages.

If the dividend exceeds $17\frac{1}{2}$ per cent but does not exceed $17\frac{1}{2}$ per cent—three weeks' wages.

If the dividends rise higher, bonuses will increase according to this scale."

The learned adjudicator however recommended that one week's wages which was being paid as a matter of favour should be made a part of the scheme in cases in which bonuses are paid. The Union however claims that instead of bonus being linked with the dividend it should be linked to the net profits and demand $22\frac{1}{2}$ per cent of the net profits arrived at after making necessary reductions for depreciation etc. In the present case no special argument has been advanced as to why the present profit sharing bonus scheme should be altered. The present system should continue.

ISSUE No. 10

All workers including part-time regular underground workers with the prescribed minimum service should be granted gratuity at the rate of one month's wages for each year's service.

13. Under this heading the Union demands one month's wages for every year of service rendered. They also want that the privilege should be extended even to the part-time regular underground workers. The system of gratuity was introduced for the first time by the award of 1947 and it was as follows:

"I therefore recommend that 15 days' wages shall be paid as gratuity to all employees for every year of service rendered after the 31st December 1946, provided that they remain in the service of the Company for a minimum period of 15 years. In the case of those who have been in service from before the 1st January 1947, one week's wages shall be paid after every year of service rendered before the 1st January 1947. The Company has not created any fund for payment of gratuity to those who have been in service from before the year 1947. At Mosaboni there are about 462 labourers who have completed about 15 years' service and at Maubhandar the number of such labourers is about 120. As payment of gratuity was not a condition of the service of the old employees and as the Company has no reserve fund on which it can fall back, I consider that in fairness to both the parties only one week's wages for every year of service rendered in previous years should be granted as gratuity."

No case for raising the amount of gratuity to one month's wages has been made out. But in view of the fact that now that the company has got Reserve Fund, the anomaly between the rates before and after 31st December 1946 should be modified. I have passed my orders about gratuity in Moubhandar Factory award as follows:

"I would therefore allow 15 days wages to workmen as gratuity who have put in 15 years of service at the time of retirement. Of course the cases of those workmen who have already retired and drawn their gratuity according to the 1947 adjudication should not be re-opened."

In the present case also I give my award in the above terms.

ISSUE No. 11

Revised wage structure to be worked out for all including the clerical staff, Assistant samplers and underground checkers and provision to be made for a joint rates committee to deal with anomalies arising out of the application of the revised wage rates.

14. This is one of the most important issues in this dispute. It appears that when the adjudication of 1947 was going on, both the parties agreed that the management should discuss the question of grade system and increase in salary with trade Union and both the parties were to produce the agreed list to the Adjudicator. The management did introduce a new scale which was not accepted by the Union. I personally feel that in a dispute of this nature the best results that can be obtained is by way of agreement only. But if I leave this matter as it was done in the case of the last adjudication to the management and the Union, I am afraid they would never come to terms. Therefore I have to give a scale according to the circumstances of the present

case. I am aware that this copper mine of Mosaboni is in a class by itself. It does not sell its crude products to outsiders except a portion of it. The product is sent to the factory at Moubhandar for preparing sheets. At the same time we have to remember that the wages in this mine cannot be fixed as is fixed in the coal mines. There are differences between these two types of mines. In the Jharia coalfields although the minimum basic wage may be comparatively lower than what it is in Mosaboni mine, we have to remember that they get dearness allowance to the extent of 150 per cent. of their basic pay, free accommodation and the bonus that they get is at times up to four months' pay in a year. Here I have already dealt with the question of dearness allowance and it can be safely said that it is not on a par with the dearness allowance in the coalfields. Considering the present rise in the price of foodstuffs and living conditions, I think that some increment is called for. I am not ignoring the great stress that was laid by Shri Sen and Mr. Dempster on the present financial strain which the Indian Copper Corporation Limited was passing through. Payment of any amount more than what is being paid is bound to be felt by every employer. Taking all these points into consideration I think that the basic minimum wage should be raised in the case of males from As. 10 to As. 12 and in the case of female workers from As. 9 to As. 11 rising to the maximum of As. 15 and As. 14 respectively.

With regard to the clerks I would give them the same pay as they have been given in Moubhandar factory. In the case of Junior Clerks it will be Rs. 55—2—65—4—105 and in the case of Senior Clerks Rs. 115—10—155. I am not accepting that there should be a grade for head clerks. Now that the basic minimum has been raised some adjustment in the wages of the other workmen also should be made. I would therefore allow a sliding scale of increment of 20 per cent. in the case of workers getting up to Re. 1/-, 15 per cent. in the case of workers drawing from Re. 1/1/- to Rs. 2 and above that 10 per cent. These are in respect of daily rated workers. In the case of the adjustment it should be seen that people who are actually getting more should not be given less but that excess should be considered at the time of next increment.

In the light of these observations I have prepared the scale of wages which is to be found in Appendix 'B'. Two lists were given by the parties—one in Appendix 'B' of the Union's statement and the other in a note supplied on behalf of the management by Shri Sen. At places there are differences between these lists. I prepared my list after comparing these two lists of the parties. If there is any omission it should be dealt with in the light of the observations made above.

The other monthly rated staff which are not mentioned in the Appendix 'B' of this award should be dealt with in accordance with the principle laid down in Moubhandar Factory award (Reference No. 8 of 1949 of this Tribunal).

ISSUE No. 12

Wages for periods of shut down and involuntary unemployment

15. The Union says that in the case of a wage earner who does not himself absent from work, the employer cannot refuse to pay him for shut down. Therefore the employer should pay him during the period of shut down or involuntary unemployment. This matter came up for consideration before the 1947 adjudication under Question 18 of that award which is reproduced below:

"As regards shut down due to failure of plant, shortage of fuel, etc., it is agreed that the war practice of paying 75 per cent. of wages for the first two weeks and 50 per cent. for the subsequent periods shall be continued."

Mr. Dempster however says that this observation needed clarification and he has actually written on this point to the appropriate Government *vice Ex. 12(a)*. As it was an agreed formula evidently the Tribunal of 1947 did not go into the details. But it refers to the war time practice. The war time practice is to be found in the correspondence which I am attaching as Appendix 'A'. This has been followed in the Jute Tribunal of West Bengal as well as the Assam Oil Company, Digboi, dispute. So the limitations there are clearly mentioned and my award on this point will be that the management should follow the award of 1947 with this clarification in the light of Appendix, 'A'. (attached.) Of course, this position will arise when no alternative employment is found for the worker.

ISSUE No. 13

Payment of wages for the days lost on account of lightning strikes that took place in March and April 1949.

16. It appears that there was a breakdown on the night of the 20 March 1949. The workers who came to duty on the 21st March were asked to give their attendance and directed to go back. They claim full payment for that day. But the management has already paid 3/4th day's wages for the day. in view of what I have said on issue No. 12 I do not think that any further payment is called for. The Union originally claimed payment for 22nd March as well as 12/13 April 1949. But these items were not pressed. With regard to 19th April 1949 they say that on account of the general strike at Moubhandar Factory the management stopped work at Mosaboni mines, leaving essential services and giving less than 24 hours notice. The Union says that Mosaboni could have carried on the work with the partial power available. The electricity used at Mosaboni is generated at Moubhandar. When the supply of electricity was curtailed the management must have felt helpless in carrying on the work at the Mosaboni mines. I do not think the case for payment of full wages for the 19th April is justified.

ISSUE No. 14

Payment of overtime to all workers, underground or surface, at double the usual rate in addition to free meal

17. The demand for free meals seems to be unusual. But for overtime they are certainly entitled to some extra payment. The demand of the Union that it should be paid double the rate of ordinary payment is excessive. I think the practice prevalent in other mines should be followed, where in accordance with the Joshi Agreement 150 per cent of the basic pay is paid for overtime work. This should be paid here also. In this award I allow them 150 per cent. for overtime work but no meals. Caution should be exercised and it is up to the Union to see that the workers do not go slow simply for the purpose of getting overtime payment.

ISSUE No. 15

Full compensation for those who are rendered medically unfit for further service in the course of their employment.

18. This item is covered by Sections 3 and 4 of the Workmen's Compensation Act 1923 and therefore no award is necessary.

ISSUE No. 16

Full compensation for period of suspension

19. The Union wants that if a person is suspended and later on he is exonerated from the charge for which he was suspended he should get full pay. If he is not exonerated he will not get any pay. There was further prayer that they should get subsistence allowance during the period of suspension. To this the company objects. No case for subsistence allowance was made out for the period of suspension. But if a worker is exonerated from the charge for which he was suspended he is entitled to his pay and I would give the award accordingly. He will get full pay if the suspension is erroneous. The service rules are to be found in Rules 9 and 10 of the Standing Orders.

ISSUE No. 17

All mine surface checkers and explosive checkers to be deemed to be clerks.

20. The claim of the Union is that surface checkers and explosive checkers are carrying out the work of the clerks and therefore they should be paid the same wages as the clerks. The Union further state that the surface checkers maintain the registers of workmen working underground, and also check up men leaving mine before time. They also help the time keepers in various ways. They check the explosives and there are three such checkers in Mosa-boni and two checkers in Dhubani and Badia. At present they get Re 1-2-0 to Re. 1-4-0 per diem. The management on the other hand point out that these people are at the surface from the afternoon and the degree of education required for such persons is not very high. They are registered according to Section 28 of the Indian Mines Act, as surface checkers and explosive checkers. I do not know how these people can be treated as clerks as demanded by the Union. From the nature of the work it does not appear that they can be put in the category of clerks.

ISSUE No. 18

Pay and other conditions of service of office boys, sepoys etc.

21. The Union claims that the pay of the office boys should be raised to Rs. 30 a month and that of sepoys scale of pay should be from Rs. 30 to Rs. 50. They should get uniform, overtime pay, and leave with pay for a month in a year instead of 15 days as at present allowed. So far as the question of pay is concerned it has been dealt with under Issue No. 11 of this award. Their case will be governed by this Tribunal's findings there. The company say that the uniforms were supplied to them but it there have been any instances of failure to supply they must have been under unforeseen circumstances. I think there is no force in the complaint of the Union. So far as the question of leave is concerned they do not come under the clerical staff, and therefore the grant of leave should be the same as for the workmen of the category in which they are placed. As a matter of fact in the course of argument Mr. John argued that they should be treated as unskilled manual workers.

ISSUE No. 19

Consideration of certain Industrial cases of inadequacy of remuneration, super-session, withholding of increments, promotion etc.

22. Although no less than 37 instances have been mentioned in the memorandum of the Union, only a few cases were pressed before the Tribunal. I shall take up the cases in the order in which they were placed by the Union.

H. K. Dass: His case is that he should have been made a time-keeper instead of one Mr. Dan. It appears that Dan was originally employed in the year 1928 but in 1931 he left service on account of sickness. But he was again re-employed in the same year. In 1935 he became a head time-keeper of the Engineering Department. H. K. Dass was taken as a surface checker in 1947. He is not a time-keeper. He may be promoted to the post of a time-keeper. At present he is a time-keeper from March 1940 in the underground department. So it appears that Dan is senior to H. K. Dass. Moreover, in 1947 Dan was getting Rs. 85 whereas Das was getting only Rs. 60. It cannot be said that the appointment of Dan is a case of supersession and therefore the award in this case is against the Union.

Then there is a complaint that 5 shift bosses have been superseded by one Melony. It appears that Melony is being trained for a covenanted post and at present he is being trained as a shift boss. There is no substance in this complaint.

It is said that Pisharody has been superseded by Melony but it appears that Pisharody is not fully qualified for the post. He is acquainted only with blasting. Pisharody was appointed in 1934 but he was arrested in 1942 and therefore discharged. Later in 1947 he was again appointed on a pay of Rs. 85. In my view, in these circumstances it cannot be said that the case of Pisharody is one of victimisation as suggested by the Union and as a result of that Melony was put above him.

Gaffur Khan: This workman according to the management is not qualified for any other post except Shift Boss Helper. Therefore his present status cannot be changed.

Chinnappa: It is said that he should get promotion. His case is very much like that of Bakshing Lama. He has been made a shift boss in 1947 and was an assistant shift boss before and in course of time he is likely to get his promotion. At present I do not feel inclined to interfere with the arrangement.

Sk. Rafjuddin: He was made Assistant Shift Boss on the night shift in April 1948. In course of time he is likely to get his promotion if he performs his duties adequately. No special order is called for in his case either.

K. L. Ghosh: It is said that this workman has been serving the company for a long time, as a Head Rock Drill Fitter. He should be promoted to a Head Mechanic. It is very curious that although he is working from 1927 this matter was not taken up before the 1947 adjudication. I am not prepared to interfere with the present arrangement in connection with K. L. Ghosh.

B. N. Dey: It appears that he was suspended for not carrying out certain orders and the Union says that this suspension order should be cancelled. Now it appears that in case of shortage it is the usual practice for the time-checkers or clerks to relieve in case of necessity. The management is not prepared to cancel the orders of suspension or the final warning. This is a matter of internal management and looking at Ex. 19(1) it is evident that his duty hours are from 4 p. m. to 10-30 p. m. as an explosive checker and not merely as a surface checker. It is not a case which calls for interference.

ISSUE NO. 20

Leave salary should be allowed at the rate of the last duty pay

23. The present rules seem to be quite adequate because payment for leave is made according to the rate at the time for which the leave is due. The present system of payment for leave does not call for any interference.

ISSUE No. 21

Grant of festival leave

24. Three days festival leave according to the Union was given to all employees from 1939. But from 1943 some types of workers like mine time keeper, hospital staff, mine office clerks are not being given this benefit. The Union want that this privilege of festival leave previously enjoyed should be extended to them also from now. The management on the other hand suggest that if the workmen start taking leave on the special days it would mean shutting down. They were allowed to arrange among themselves. It must also be recognised that at the hospital all the staff cannot be spared on the same day. It is true that the class of people mentioned in the Union's statement are important persons so far as the working of the mine and some of the other departments are concerned. But still they should not be deprived of festival leave. Some arrangement should be made by which they might enjoy the festival leave if not on the actual days of festivals but at least some other time when they want to enjoy it. I will only recommend that the management should see that these workers should not be deprived of the leave that is being given to the other workers.

ISSUE No. 22

Employees' quarters should conform to a higher and generally accepted standard

25. The management point out that so far as the nature of the type of quarters are concerned Mr. John at the time of 1947 adjudication found they were quite suitable.

It seems from the statement of the management that they have provided houses of approved type but as there is a complaint from the Union I would recommend that the building of more houses on approved types should be expedited.

ISSUE No. 23

Sweepers' Quarters and Pay

26. In this connection the Union says that the 1947 award suggested for re-modelling the sweepers' quarters and those suggestions were not carried out. These should be done without delay. The management on the other hand says that the suggestions in that award had been carried out and the quarters of the sweepers have been provided with a small verandah, etc. No rent is charged from the sweepers. I think attempts should be made for providing quarters for all sweepers who are without any quarters.

So far as the question of pay is concerned it will be covered by Issue No. 11 of this award.

ISSUE No. 24

Provision of adequate educational facilities and a training school for Apprentices.

27. The Union suggests perhaps rightly that it is the duty of the employers that the employees' children should get proper educational facilities. They want that the school should be elevated to the status of a high school and that arrangement should be made for the training of apprentices. The company replies that they have got no arrangements for training apprentices nor is there

any staff to deal with such a scheme. The company subscribes towards the maintenance of the school at the rate of Rs. 1,130 a month. The school is being aided with funds by the company and the company is not directly responsible for raising the standard of the school. If the Union so desires it can join hands with the company and move the educational authorities concerned to raise the school to the status of a high school.

The case for apprentices was not pressed at the time of hearing.

ISSUE No. 25

Improved Medical Facilities

28. The case of the Union is that there should be a doctor always on duty at the hospital. That there should be a lady doctor attached specially for Mosaboni and that there should be an X-ray machine in working order in the hospital etc. The management says that one doctor resides alongside the hospital and another doctor 200 yards away. There is an up-to-date X-ray machine and a Clinical Laboratory. The cost of hospital and sanitation arrangements comes to Rs. 4 lakhs. The present doctors, Dr Hutchinson and Dr. Banerji, are fully qualified doctors and they have experience of X-ray apparatus at Sarwarak Government Hospital. There are already two qualified nurses and two lady dressers in the hospital. Looking at the materials placed before me I think the present arrangements are adequate although there is always room for improvement in every hospital. The case of the appointment of a Lady Doctor may be taken up by the management if the number of female patients is sufficiently large.

ISSUE No. 26

Provision of safety equipments, uniforms etc. to workers

29. The prayer of the Union is that all underground workers should get carbide lamps, boots, and a miner's hat free of cost. Uniform should also be supplied to the underground workers as it is done in the Kolar Gold Fields. The carpenters should be supplied with tools by the management and electric and gas welders should be given goggles aprons etc. Mr. Sen on the other hand argued that these things are supplied as required by law, and for underground workers no uniform is required. Mr. Dass for the Union admitted that goggles are supplied but he said that in addition to lens, sheet goggles should be supplied. The company supplies lamps at a special rate and buys them back when the underground workers leave the company's service ensuring thereby that their lamps are properly looked after. Hats are also supplied to workers in the vertical shaft and are not required at other places in a flatly dipping mine like the one at Mosaboni. No stress was laid on the question of supplying tools to the carpenters by the management. I think that the safety equipments are adequately provided but would recommend that in case of shortage prompt action should be taken.

ISSUE No. 27

Camp Water Supply to be improved

30. This matter was dealt with under Question 21 of the 1947 award. I find an observation there that it was agreed that the Works Committee would mention how many hydrants were needed and where they should be fixed and the company had undertaken to accommodate the labourers in this respect. Mr. Banerji, Labour Officer, says that by now pumps have been installed which are capable of supplying 80,000 gallons of water per day, and that 100 taps have

been put up so that there may be one tap for every 4 houses. If in spite of all these improvements the water supply is found to be inadequate the Works Committee should approach the management and see that the improvements are introduced. As it is, it seems that the 1947 award has been sufficiently implemented.

ISSUE No. 28

Bullock carts if not motor trucks should be used to remove the nightsoil instead of hand carts as at present.

31. The Union says that the management in spite of the award of the 1947 adjudication has not done much towards this item. They have engaged only one bullock cart for this purpose, and they should be ordered to take immediate steps towards this direction. Shri Sen on the other hand informs me that one bullock cart is already at work. Another bullock cart is being repaired. I think the management will do well to see that sufficient number of bullock carts are provided in order to remove the nightsoil, in the interest of sanitation. The sooner the improvements are introduced the better.

ISSUE No. 29

Reinstatement of certain discharged worker's

32. 19 cases were mentioned in the Union's statement but only a few of them were placed before the tribunal. Those are the cases of: (1) Jaganath (Tea Boy), (2) Sk. Jalaluddin (Blaster), (3) Sk. Khalil, (4) Kunja, (5) Kalindi, (6) Chandramohan, and (7) Srinivas Routh.

(1) *Jaganath*: It appears that he was declared medically unfit but later on he was appointed again and worked for 4 or 5 days. Then he was declared unfit again and was discharged. From Ex.29(1) it transpires that he was suffering from chronic sepsis and was declared unfit to work underground. Ex.29(a) gives the history of his case. A compassionate grant was granted for him and also the price of the railway ticket. Therefore it is not a case in which interference is called for.

(2) *Sk. Jalaluddin*: He went on 15 days' leave on 20th April and returned only on 8th June. It is said that he sent a telegram on 10th and 22nd May requesting extension of his leave. But that was not granted and he was dismissed. Jalaluddin says that his mother died. His service card is Ex.29(b) and it appears from it that he was in the habit of over-staying his leave and in the present instance in which he has been dismissed, his statement was not supported with enough materials to hold that his statement was true. Under the circumstances his reinstatement cannot be ordered.

(3) *Sk. Khalil*: This is also a case of over-staying leave. He says that his son met with an accident. It appears that although he took leave on 20th April 1947 for 21 days he did not join duty till 5th June. Further he did not take proper steps to inform the management in time. His case also does not call for any interference.

(4) *Kunja*: He has been dismissed for unruly conduct and his service card is Ex.29(d). He does not deny having used strong language against his superior officer but he does not remember the exact words that were used. His case is also not one of reinstatement.

(5) *Kalindi*: He was a grain stores clerk and was discharged by the management for fraud and dishonesty. His service card Ex.29(e) shows that he was discharged for altering the figures of the original voucher of the grain stores. I

have seen the relevant vouchers and I think that this case should not have been brought before this Tribunal for reinstatement.

(6) *Chandramohan*: He was working in the hospital in his original post as that of a Sanitary Coolie but he acted as Ward Boy and Dresser Assistant for some time. From his service card Ex.29(b) it appears that he was discharged for wilful insubordination, disobedience and negligence of the superior's orders and over-staying leave after 21 days. I have gone through the correspondence that has passed between the management and the Union with regard to this workman's case but I do not think that it is a fit case for interference by this Tribunal.

(7) *Srinivas Routh*: He was a Plat Sirdar and according to the Union one of the charges was that he used to put the time ahead so that people may come up earlier. His conduct was found unsatisfactory by the management and they were quite justified in not confirming him. He was merely working as a probationer.

These are all the cases placed before the Tribunal for reinstatement.

ISSUE No. 30

Grant of Loans from Provident Fund and Supply to Members of quarterly statements of individual accounts.

38 I have already dealt with this matter in connection with the Moubhandar Factory dispute (Reference No. 3 of 1949 of this Tribunal). My orders in that case were:

"The prayer of the Union as indicated in the issue is of an unusual type. Loan from the Provident Fund of their own contribution "without levying any interest" will not be workable. This position was given up by the Union's representative at the time of argument. But some rule should be introduced in the Provident Fund rules by which in cases of emergency a contributor should be entitled to borrow up to a certain limit and to repay in a certain number of instalments and pay reasonable interest on the same. The sooner this rule is introduced the better."

I think the same order should be passed in this case.

So far as the quarterly returns are concerned I think it is not called for. The present method of supplying of annual statements is quite adequate.

ISSUE No. 31

Earnings, deductions and net wages to be shown on pay vouchers

34. The Union wants that the pay vouchers should show not only the net amount due to a worker but also earnings, deductions, etc., because the absence of these details raises suspicion in the minds of the workers. The company on the other hand says that it will increase the amount of work of the clerical staff. But the company is prepared to give the information whenever the worker requires it. The present system may continue with the proviso that the company should give information when asked for by a particular worker.

ISSUE No. 32

Irregularities in the implementation of the 1947 award

35. This issue has been divided by the Union into five different heads.

(a) *With regard to the discrepancy about the starting pay of the unskilled workers.*

This matter has not been pressed.

(b) Discrepancy in the clerical grade.

The Union says that the award of 1947 has not been implemented. I do not see much force in the contention of the Union under this head. Moreover the question of clerks has been dealt with while dealing with their pay in a different issue of this award.

(c) Back verandah and kitchen for sweepers quarters have not yet been completed nor the floor has been cemented

Verandah was added to the sweepers quarters as agreed but the floor has not been cemented for want of cement. Mr. Dass on behalf of the Union urged that the cementing of the floor should be expedited. I therefore recommend that the cementing of the floor should be expedited.

(d) With regard to appointment of M.B., B.S. as the officer in charge of the Mosabou Hospital

Captain Banerji who is in charge of the hospital although not an M.B., B.S. is carrying on the work efficiently and hence this point was not pressed by the Union. Mr. John as a matter of fact at one stage agreed that he should be kept in charge of the Mosabou Hospital.

(e) Attendance Bonus to underground workers.

It appears that attendance bonus is given to underground workers but the claim of the Union is that even those who work on the surface should get attendance bonus because it is with their assistance that the underground workers can carry on the work. But the considerations for paying attendance bonus to underground work is apply only to them and not to the surface workers. I see no force in the contention of the Union.

ISSUE No 33

Continuity of the Provident Fund accounts of persons who were discharged in the 1942 strike but who have since been reinstated in accordance with the July 1947 award

36 The Union says that the six persons who have been reinstated should have all the privileges of continuous service as if nothing has happened during these years. It is therefore necessary that they should be allowed to contribute to the Company's Provident Fund for the period during which they were absent from the service and to allow them to pay the provident fund in easy instalments. The Union hopes that the management would agree to it because only a few persons are affected in this way. The reply of the management is as follows:

"This scarcely appears to be a matter for adjudication. They were allowed to rejoin the Provident Fund for the previous years of their service retrospective to 1942."

A worker can contribute to the Provident Fund of the company under the company's rules if he is in the company's service but he cannot be presumed to be in service when he was not in service. So the request that they should contribute towards the Provident Fund for the period of absence from the company's service by easy instalments cannot be granted.

I think Shri Sen's suggestion that the fund will be considered to be a continuation of the earlier one but the period during which they were not in employment should be considered as "*dies non*" should be accepted. I understand that there are only 4 cases like this and I pass my award accordingly.

ISSUE No. 34

Those declared on or before the 14th August 1947 as unsuitable for re-employment should be eligible for re-employment.

37. This is an issue which was not raised before the 1947 Tribunal and it is doubtful whether it is an industrial dispute. If for certain reasons and charges they were declared unfit I do not see any reason why they should be declared fit now. I am afraid the award cannot be given as asked for.

ISSUE No. 35

Discharge of three of the employees considered undesirable by the workmen.

38. This issue was withdrawn by the parties.

ISSUE No 36

39. Another issue not in the schedule was that facilities for making collections at the pay counter should be allowed to the Union. I have dealt with this matter in the Moubhandar Factory award refusing permission to collect Union subscription at the company's pay counter as this will lead to difficulties. Here also my award is on the same lines.

Now, therefore, the Tribunal makes its award in terms aforesaid.

S. P. VARMA, *Chairman,*

Central Government Industrial Tribunal, Dhanbad.

DHANBAD;

Dated, the 15th October 1949.

APPENDIX "A"

COPY OF LETTER NO. L-1891, DATED 12TH JUNE 1944, FROM THE DEPUTY SECRETARY TO THE GOVERNMENT OF INDIA, DEPARTMENT OF LABOUR, TO ALL PROVINCIAL GOVERNMENTS, ETC

Compensation for involuntary unemployment due to shortage of coal, raw materials or changes in lines of production

I am to invite attention to the discussion on the above subject at the Tripartite Labour Conference held in September 1943. It has not been easy to evolve precise proposals in this matter in view of the difference on some points apparent at the discussion and the need to meet varying conditions to which the proposals may apply. Proposals for compensation for involuntary unemployment of the kind referred to have to be considered not only with reference to possible schemes of unemployment insurance, but also with reference to the obligation of Governments to grant relief where found necessary.

2. The Government of India feel that while it is not possible to propound a fully co-ordinated scheme in this respect which can be statutorily imposed, it is advisable that they should formulate certain principles which may suitably be considered by Provincial Governments and employers when occasion arises. The adoption of measures on the lines of those in the Annexure by all concerned would achieve a desirable uniformity in India. The Governments of individual States represented at the Labour Conference are also being apprised of the Government of India's proposals.

3. I am to add that the Government of India will act on the principles stated in the Annexure, in respect of their own industrial establishments.

ANNEXURE

(1) Kinds of unemployment covered.

(a) The proposals relate only to short-term unemployment, during the period of the war due to shortage of coal or raw materials or changes in lines of production of which adequate notice cannot be given.

(b) The proposal do not cover closures of factories or of departments due to special Government orders.

(c) The proposals do not cover closures of which adequate notice is given under Standing Orders, whether statutory or voluntary.

(2) Benefits to be given.

(a) Benefit which should be on a scale lower than the ordinary rate of pay may be fixed in either of two ways :-

(i) Seventy five per cent of the ordinary rate of pay for first fortnight of unemployment and 50 per cent of the ordinary rate of pay for the second fortnight of unemployment with possibly a flat rate of benefit for persons drawing lower levels of income.

(ii) A flat rate which would be about 75 per cent of the average of lower range of wage rates in the undertaking.

(b) Duration of benefit should be one month in each half year, allowing for a waiting period of 7 days (benefit however to start from the first day of unemployment provided the unemployment lasts longer than the waiting period).

(c) This special unemployment benefit will not qualify a worker for bonuses determined by reference to earnings over any period.

(d) The cost of benefits will be admitted as revenue expenditure for income-tax and Excess Profit Tax purposes.

(3) Conditions attached to benefit.

(a) To qualify for benefit a worker must answer to a muster roll once a day at his usual place of employment or, with the permission of the employer, at any other place.

(b) A worker will be ineligible for benefit if he unreasonably refuses work even of a different sort in his usual factory or (provided employment offered is in the same locality) by transfer from one department to another in the same undertaking or industry (or from one industry to another). In case of dispute whether an objection to transfer was reasonable or not, an authority designated by the Provincial Government shall decide finally. For the transfer of labour from one industry to another use will be made of the Employment Exchanges in respect of skilled and semi-skilled personnel and in the unskilled labour Supply Committee in respect of unskilled labour.

(c) The employer will not be entitled to discharge during the benefit period any worker who has been in continuous employment with the same employer or in the same industry in that locality for a period of not less than three months.

(4) Benefit by whom given.

The liability to pay benefit will be on the employer.

(5) Industries covered.

All industries should be covered whether engaged on war industry or otherwise.

(6) Methods of ensuring payment of benefit.

A Province (or State) should use its good offices or conciliatory powers to persuade employers to pay: though in suitable cases disputes in this regard can be referred to adjudication under Defence of India Rule 81A.

Where voluntary agreement between the employer and the workers has been reached or where the Provincial Government is satisfied as to the detailed measures of benefit necessary, the agreement or the details could be embodied in an order to be passed under Defence of India Rule 81A (1) (b) after consultation in individual cases with the Central Government.

The State Governments will utilise the appropriate legal machinery available to them.

COPY OF LETTER NO. L-1891, DATED 1ST MARCH 1946, FROM THE DEPUTY SECRETARY TO THE GOVERNMENT OF INDIA, DEPARTMENT OF LABOUR, TO ALL PROVINCIAL GOVERNMENTS, ETC.

Compensation for involuntary unemployment due to shortage of coal, raw materials or changes in the lines of production.

I am directed to invite attention to this department letters No. L-1891, dated 12th June 1944 and 9th November 1945, on the above subject. As a result of consultations with the Provincial Governments and the employing departments of the Government of India, and of discussions at the Seventh Labour Conference held in November 1945 the Government of India have decided that the sub-clause (b) of clause 2 of the scheme detailed in Annexure to this department letter No. L-1891, dated 12th June 1944, should be amended to read as under:—

“Duration of benefit should be one month in each half year. No benefit will be given in the half-yearly periods January to June or July to December until the number of days of involuntary unemployment has exceeded seven in the aggregate in the half year.”

It has been further decided that the scheme should be retained till the war time controls are lifted and unemployment due to shortage of coal, raw materials, or changes in lines of production ceases to be of serious moment.

APPENDIX "B"

Serial No.	Designation	Tribunal's Award.
DEPARTMENT — UNDERGROUND.		
1	Shift Boss Helper	Rs. 2— As. 2— Rs. 2-8
2	Machine Handelman	Rs. 1-6— A. 1— Rs. 1-11
3	Machine Cotterman	Rs. 1-4— A. 1— Rs. 1-9
4	Blasters	Rs. 1-9— A. 1— Rs. 1-11— As. 2— Rs. 1-15
5	Head Pipe Fitters	Rs. 1-7— A. 1— Rs. 1-11— As. 2— Rs. 1-13
6	Pipe Fitters	Rs. 1-5— A. 1— Rs. 1-10
7	Jumper Checkers	Rs. 1-4— A. 1— Rs. 1-9
8	Head Timber Mistry	Rs. 1-8— A. 1— Rs. 1-10— As. 2— Rs. 2
9	Timber Mistry	Rs. 1-6— A. 1— Rs. 1-11
10	Head Rail Mistry	Rs. 1-9— A. 1— Rs. 1-11— As. 2— Rs. 1-15
11	Rail Mistry	Rs. 1-4— A. 1— Rs. 1-9
12	Scraper Driver	Rs. 1-2— A. 1— Rs. 1-7
13	Rock Drill Fitter	Rs. 1-6— A. 1— Rs. 1-11
14	Tramming Sirdar	Rs. 1-5— A. 1— Rs. 1-10
15	Block Rock Sirdar	Rs. 1-2— A. 1— Rs. 1-7
16	Stope Mucking Sirdar	Rs. 1-2— A. 1— Rs. 1-7
17	Special Mucking Sirdar	Rs. 1-4— A. 1— Rs. 1-9
18	Underground Checkers	Rs. 1-8— A. 1— Rs. 1-10— As. 2— Rs. 1-14
19	Surface Checkers	Rs. 1-4— A. 1— Rs. 1-9
20	Gas and Fire Patrol	Rs. 1-7— A. 1— Rs. 1-11— As. 2— Rs. 1-13
21	Head Sweeper (U/G)	Rs. 1-4— A. 1— Rs. 1-9
22	Fuse Cutters and Cappers	Rs. 1-4— A. 1— Rs. 1-9
23	Hoisting Mistry	Rs. 1-4— A. 1— Rs. 1-10
24	Main Shaft Mistry	Rs. 1-6— A. 1— Rs. 1-11
25	Loading Gang Mistry	Rs. 1-4— A. 1— Rs. 1-9
26	Air Hoist Drivers	Rs. 1-4— A. 1— Rs. 1-9
27	Truck Greaser	Rs. 1— A. 1— Rs. 1-4
28	Carbide Distributor	Rs. 1-4— A. 1— Rs. 1-9
29	Explosive Checker	Rs. 1-7— A. 1— Rs. 1-11— As. 2— Rs. 1-13
30	Foreman Timberman	Rs. 90—4—110—5—120
31	Ore Bin Sirdar (Surf)	Rs. 1-4— A. 1— Rs. 1-9
32	Loading Sirdar (Surf)	Rs. 1-1— A. 1— Rs. 1-5
33	Head Filling Sirdar (N. Sec.)	Rs. 1-14— As. 2— Rs. 2-4— A. 1— Rs. 2-5
34	Assistant Shift Boss	Rs. 100—4—120—5—150
DEPARTMENT ENGINEERING.		
1	Tool Storekeeper	Rs. 1-4— A. 1— Rs. 1-8— As. 2— Rs. 2
2	Shaping Machine Man (skilled)	Rs. 1-10— As. 2— Rs. 2— A. 1— Rs. 2-1
3	Planing Machine Man (skilled)	Rs. 2-5— As. 2— Rs. 2-13— A. 1— Rs. 2-14
4	Milling Machine Man (1st class)	Rs. 2-5— As. 2— Rs. 2-15— A. 1— Rs. 3
5	Cold Saw Machine Man	Rs. 1-2— A. 1— Rs. 1-8
6	Screwing Machine Man	Rs. 1-2— A. 1— Rs. 1-8
7	Driller	Rs. 1-2— A. 1— Rs. 1-8
8	Turner, 1st class (skilled)	Rs. 2-5— As. 2— Rs. 2-15— A. 1— Rs. 3
9	Turner, 2nd class	Rs. 2— As. 2— Rs. 2-8
10	Head Fitter	Rs. 3-7— As. 2— Rs. 3-9— As. 3— Rs. 4-5
11	Fitter, 1st class (skilled)	Rs. 2-5— As. 2— Rs. 2-15— A. 1— Rs. 3
12	Fitter, 2nd class	Rs. 2— As. 2— Rs. 2-8
13	Fitter, 3rd class	Rs. 1-6— A. 1— Rs. 1-11

Serial No.	Designation	Tribunal's Award
DEPARTMENT ENGINEERING—contd.		
14	Fitter Helpers	As. 12—A. 1—As. 14—As. 2—Rs. 1-8
15	Machine Shop Apprentice	As. 12—A. 1—As. 15
16	Tub Fitter (Head)	Rs. 2-5—As. 2—Rs. 2-13—A. 1—Rs. 2-14
17	Tub Fitter	Rs. 1-6—A. 1—Rs. 1-11
18	Tub Fitter Helper	As. 13—A. 1—Rs. 1-1
19	Tinsmith	Rs. 1-7—A. 1—Rs. 1-11—As. 2—Rs. 1-13
20	Tinsmith, Assistant	As. 13—A. 1—Rs. 1-2
21	Steam Hammer Driver	Rs. 1-4—A. 1—Rs. 1-9
22	Shearing Machine Man	Rs. 1-4—A. 1—Rs. 1-9
23	Blacksmith (Head)—“B” Shift	Rs. 3-5—As. 2—Rs. 3-15—As. 3—Rs. 4-2
24	Blacksmith, 1st class	Rs. 2-10—As. 2—Rs. 3-4.
25	Blacksmith, 2nd class	Rs. 1-12—As. 2—Rs. 2-4
26	Blacksmith, 3rd class	Rs. 1-5—A. 1—Rs. 1-10
27	Hammer Man (1st class)	Rs. 1—A. 1—Rs. 1-4
28	Hammer Man (2nd class)	As. 12—A. 1—As. 15
29	Welder (Acetylene)	Rs. 1-12—As. 2—Rs. 2-6
30	Welder (Electric)	Rs. 2—As. 2—Rs. 2-10—As. 3—Rs. 3
31	Welder (Asstt.)	Rs. 1-1—A. 1—Rs. 1-5
32	Welder Helper	As. 12—A. 1—Rs. 1
33	Gas Cutter & Metal Spray Machine Man.	Rs. 3—As. 2—Rs. 3-12
34	Plate Layer	Rs. 1-3—A. 1—Rs. 1-8—As. 2—Rs. 1-12
35	Point Maker	Rs. 1-7—A. 1—Rs. 1-10—As. 2—Rs. 2
36	Surface Track Line Man	As. 14—A. 1—Rs. 1-2
37	Platers, 1st class	Rs. 2-5—As. 2—Rs. 2-13—A. 1—Rs. 2-14
38	Platers, 2nd class	Rs. 1-5—A. 1—Rs. 1-10—As. 2—Rs. 1-12
39	Plater Helper	As. 13—A. 1—Rs. 1
40	Head Pattern Maker	Rs. 90—4—110—5—130
41	Pattern Maker	Rs. 3-3—As. 2—Rs. 3-15
42	Pattern Maker (Asstt.)	Rs. 2—As. 2—Rs. 2-10
43	Moulder (Head)	Rs. 2-14—As. 2—Rs. 3-10
44	Moulder (1st class)	Rs. 2—As. 2—Rs. 2-8
45	Moulder (2nd class)	Rs. 1-12—As. 2—Rs. 2-2—A. 1—Rs. 2-3
46	Moulder (helper)	As. 12—A. 1—As. 15
47	Foundry Khalasi	Rs. 1-2—A. 1—Rs. 1-7
48	Furnace Man	Rs. 2-2—As. 2—Rs. 2-10A.—1—Rs. 2-11
49	Chipper	Rs. 1-4—A. 1—Rs. 1-8
50	Core Maker	Rs. 1-13—As. 2—Rs. 2-3—A. 1—Rs. 2-4
51	Core Helper	As. 14—A. 1—Rs. 1-2
52	Moulding Mason	Rs. 1-12—As. 2—Rs. 2-2—A. 1—Rs. 2-3
53	Moulding Mason (Asstt.)	Rs. 1-1—A. 1—Rs. 1-5
54	Pattern Store Keeper	Rs. 1-7—A. 1—Rs. 1-10—As. 2—Rs. 1-14
55	Sfee. Head R/D Fitter	Rs. 3-11—As. 3—Rs. 4-10
56	Sfee. Rock Drill Fitter	Rs. 1-4—A. 1—Rs. 1-8—As. 2—Rs. 2
57	Ropeway Fitter (Head)	Rs. 3—As. 2—Rs. 3-12
58	Ropeway Greaser	Rs. 1-4—A. 1—Rs. 1-9
59	Main Hoist Driver	Rs. 2-12—As. 2—Rs. 3-6—A. 1—Rs. 3-7
60	Vulcaniser	Rs. 1-4—A. 1—Rs. 1-9
61	Crusher Attender	Rs. 1-8—A. 1—Rs. 1-10—As. 2—Rs. 2-6
62	Compressor Driver	Rs. 1-4—A. 1—Rs. 1-9
63	Jumpier Checker	Rs. 1-12—As. 2—Rs. 2-2—A. 1—Rs. 2-3
64	D/S Blacksmith Head	Rs. 2-5—As. 2—Rs. 2-13—A. 1—Rs. 2-14.
65	D/S Fitter	Rs. 1-13—As. 2—Rs. 2-3—A. 1—Rs. 2-4.
66	D/S Blacksmith	Rs. 1-8—A. 1—Rs. 1-10—As. 2—Rs. 1-14
67	D/S Hammer Man	Rs. 1—A. 1—Rs. 1-4
68	D/S Temper Man	Rs. 1-4—A. 1—Rs. 1-9
69	D/S Grinder	Rs. 1-4—A. 1—Rs. 1-9
70	Drill Sharpener Head	Rs. 2-2—As. 2—Rs. 2-10—A. 1—Rs. 2-11
71	Drill Sharpener	Rs. 1-6—A. 1—Rs. 1-12
72	Drill Sharpener Helper	Rs. 1—A. 1—Rs. 1-4

Serial No.	Designation	Tribunal's Award
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DEPARTMENT ENGINEERING—contd.

73	Car Driver (1st class)	Rs. 60—4—80
74	Car Driver (2nd class)	Rs. 40—4—60
75	Car Cleaner	As. 12—A. 1—As. 13
76	Lorry Driver	Rs. 70—4—90
77	Loco Driver	Rs. 1-4—A. 1—1-9
78	Loco Helper	As. 13—A. 1—Rs. 1
79	Serang (Head)	Rs. 2-12—As. 2—Rs. 3-6—A. 1—Rs. 3-7
80	Serang (1st class)	Rs. 2-7—As. 2—Rs. 2-15—A. 1—Rs. 3
81	Rigger, 1st class	Rs. 1-14—A. 2—Rs. 2-4—A. 1—Rs. 2-5
82	Rigger, 2nd class	Rs. 1-7—A. 1—Rs. 1-11—As. 2—Rs. 1-13
83	Splicing Khalasis	Rs. 1-12—As. 2—Rs. 2-2—A. 1—Rs. 2-3
84	Endless Haulage Khalasis	Rs. 1-1—A. 1—Rs. 1-5
85	Khalasis, 2nd class	Rs. 1-1—A. 1—Rs. 1-5
86	Sawyer	Rs. 1-12—As. 2—Rs. 2-2—A. 1—Rs. 2-3
87	Asst. Carpenter Incharge	Rs. 3-6—As. 2—Rs. 4—As. 3—Rs. 4-3
88	Cabinet Maker	Rs. 2-2—As. 2—Rs. 2-10—A. 1—Rs. 2-11
89	Carpenter	Rs. 1-8—A. 1—Rs. 1-10—As. 2—Rs. 2-4
90	Carpenter Helper	As. 12—A. 1—Rs. 1-2
91	Painter	Rs. 1—A. 1—Rs. 1-4—As. 2—Rs. 1-12
92	Sign Painter	Rs. 1-10—As. 2—Rs. 2—A. 1—Rs. 2-1
93	Caner	Rs. 1-3—A. 1—Rs. 1-8
94	Mason Head	Rs. 3-5—As. 2—Rs. 3-15—As. 3—Rs. 4-2
95	Mason	Rs. 1-4—A. 1—Rs. 1-10
96	Mason Helper	As. 13—A. 1—Rs. 1-2
97	Camp Water Works Fitter	Rs. 2-12—As. 2—Rs. 3-6—A. 1—Rs. 3-7
98	Surface Water Works Khalasis	Rs. 1-6—A. 1—Rs. 1-11
99	Surface Attender	Rs. 1-2—A. 1—Rs. 1-7
100	Ditto Pump Driver	As. 13—A. 1—Rs. 1
101	Ditto Pipe Fitter	Rs. 1-4—A. 1—Rs. 1-9
102	Outdoor Fitter Head	Rs. 3-5—As. 2—Rs. 3-15—A. 3—Rs. 4-2
103	Ditto Fitter 1st class	Rs. 2-5—As. 2—Rs. 2-16—A. 1—Rs.
104	Ditto Fitter 2nd class	Rs. 2—As. 2—Rs. 2-8
105	Ditto Fitter 3rd class	Rs. 1-6—As. 1—Rs. 1-11
106	Ditto Fitter Helper	As. 12—A. 1—As. 15
107	Concrete Mixer Driver	As. 13—A. 1—Rs. 1-1
108	Sirdars	Rs. 1—A. 1—Rs. 1-3
109	Coolies Male	As. 12—A. 1—As. 15
110	Coolies Female	As. 11—A. 1—As. 14
111	UG. R/D Fitters	Rs. 1-4—A. 1—Rs. 1-10
112	Dg. Elec. Hoist Driver	Rs. 1-9—A. 1—Rs. 1-11—As. 2—Rs. 1-15
113	Dg. R/D Fitter Helper	Rs. 1—A. 1—Rs. 1-4
114	DG. Tea Boy	Rs. 1-2—A. 1—Rs. 1-7
115	DG. Shift Fitter	Rs. 1-12—As. 2—Rs. 2-1
116	DG. Shift Helper	Rs. 1—A. 1—Rs. 1-4
117	DG. General Fitter	Rs. 2-5—As. 2—Rs. 2-12—A. 1—Rs. 2-14
118	DG. Pump Driver Elec. 1st class	Rs. 1-9—A. 1—Rs. 1-11—As. 2—Rs. 1-15
119	Ditto Ditto 2nd class	Rs. 1-5—A. 1—Rs. 1-10
120	Ditto Adj.	Rs. 1-2—A. 1—Rs. 1-7
121	Ditto Tram Fitter	Rs. 1-4—A. 1—Rs. 1-9
122	Ditto Scraper Fitter	Rs. 1-5—A. 1—Rs. 1-10
123	Ditto Tram Helper	Rs. 1—A. 1—Rs. 1-4

DEPARTMENT—ELECTRICAL

1	Surface Shift Electrician	Rs. 2-5—As. 2—Rs. 2-15—A. 1—Rs. 3
2	Mine Surface Electrician	Rs. 1-14—A. 2—Rs. 2-4—A. 1—Rs. 2-5

Serial No	Designation	Tribunal's Award
DEPARTMENT ELECTRICAL— <i>contd.</i>		
3	Bench Fitter, 1st class	Rs. 2-5—As. 2—Rs. 2-15—A. 1—Rs. 3
4	Ditto 2nd class	Rs. 2—As. 2—Rs. 2-8
5	Ditto 3rd class	Rs. 1-6—A. 1—Rs. 1-11
6	Fitter (Bench) Helper	As. 12—A. 1—Rs. 1-1
7	Switch Board Attendant Sub. St.	Rs. 1-4—A. 1—Rs. 1-9
8	Telephone Operator	Rs. 1-12—As. 2—Rs. 2-4
9	Telephone Fitter	Rs. 1-12—As. 2—Rs. 2-8
10	Refrigerator Fitter	Rs. 2—As. 2—Rs. 2-8
11	Shift Elec. Helper	As. 14—A. 1—Rs. 1-3
12	Electrician Helper	As. 14—A. 1—Rs. 1-2
13	Wireman Head	Rs. 2-2—As. 2—Rs. 2-10—A. 1— Rs. 2-11
14	Wireman	Rs. 1-12—As. 2—Rs. 2-2—A. 1— Rs. 2-3
15	Wireman Asstt	Rs. 1-6—A. 1—Rs. 1-11
16	Wireman Helper	As. 14—A. 1—Rs. 1-2
17	Armature Winder	Rs. 2-5—As. 2—Rs. 2-15—A. 1—Rs. 3
18	Ditto Ditto Asstt.	Rs. 1-6—A. 1—Rs. 1-11
19	Ditto Ditto Helper	As. 14—A. 1—Rs. 1-2
20	Line Man Asstt.	Rs. 2—As. 2—Rs. 2-8
21	Ditto Helper	As. 14—A. 1—Rs. 1-2
22	Power House Attendant	Rs. 1-8—A. 1—Rs. 1-10—As. 2— Rs. 1-14
23	Diesel Engine Driver	Rs. 1-8—A. 1—Rs. 1-10—As. 2— Rs. 1-14
24	Underground Shift Electrician	Rs. 1-14—As. 2—Rs. 2-8
25	Underground Shift Electrician Helper	Rs. 1-5—A. 1—Rs. 1-10
26	Electrical Rigger	Rs. 1-7—A. 1—Rs. 1-11—As. 2—Rs. 1-13
27	Electric Apprentices	As. 12—A. 1—As. 15
BADIA MINE		
28	Hoist Driver	Rs. 1-12—As. 2—Rs. 2-2—A. 1—Rs. 2-3
29	Shift Electrician	Rs. 2—As. 2—Rs. 2-8
30	Ditto Ditto Helper	Rs. 1-2—A. 1—Rs. 1-7
31	H. D. Switch Board Attendant	As. 14—A. 1—Rs. 1-2
DHORANI MINE		
32	Hoist Driver	Rs. 1-12—As. 2—Rs. 2-2—A. 1— Rs. 2-3
33	Shift Electrician	Rs. 1-14—As. 2—Rs. 2-4—A. 1— Rs. 2-5
34	Ditto Ditto Helper	Rs. 1-2—A. 1—Rs. 1-7
MISCELLANEOUS		
1	Senior Clerk	Rs. 115—10—155
2	Junior Clerk	Rs. 55—2—65—4—105
3	Sanitary Overseer	Rs. 55—2—65—4—105
4	Dresser (Hospital)	Rs. 35—1—40—2—50
5	Nurse	Rs. 40—2—60—4—80
6	Head Compounder	Rs. 115—10—155
7	Compounder	Rs. 55—2—65—4—105
8	Overseer	Rs. 125—5—150
9	Store Keeper	Rs. 115—10—155
10	Assistant Sampler	Rs. 55—5—125.

N. C. KUPPUSWAMI, Under Secy.